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TEAMSTER CONVOY DISPATCH

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

Dec. 1995/Jan. 1996 #146

After Just 8 Weeks!

Hoffa's Fund Goes Bust

The old guard plan to set up regional strike funds, instead of building up one strong national one, fell apart in world-class time: eight weeks! That's how long it took the brainchild of Junior Hoffa and his running mate Les Singer to go belly-up and default on paying benefits promised to striking Teamsters.

Junior Hoffa and Les Singer are in charge of the Finance Committee of the Ohio-Michigan Strike Fund. They traveled the two states last year promising members that for the low price of just a $1 dues hike per month, they would get a permanent strike fund. Their brochure explained that it would last forever "because your Ohio Strike Fund will be managed competently by Local Union officials (that's Junior) and has several safeguards in place."

The brochure went on to promise that Junior Hoffa and friends "will help your local union win" any strike that comes along.

Lets Strikers Hang

The fund started paying benefits on Sept. 1. By late October, less than two months later, it was defunct, with over 1,000 Detroit newspaper strikers still waiting for Junior's help. Ask them if Junior is doing a thing to win for them: they're on the line for four months, right under his nose in his Joint Council, and he's out campaigning in other states promising to win strikes and bargain great contracts in the distant future. Junior: how about helping these members, right in your joint council, today?!

A Genius with Your Dues Money

Even before Junior's fund got off the ground, it cut benefits! They guaranteed in writing to pay each striker a check of $150 per week, but then got the locals to "voluntarily request" (?) a reduction to $95 per week.

So first they paid less than promised, and in eight weeks they went bankrupt. That's our Junior: a second-rate lawyer but definitely third-rate at managing the dues money of working Teamsters.

Remember, Ron Carey and 250 heads of local unions proposed a plan to fund a strong national strike fund with $2 per month, guaranteed by trust agreement to be used for nothing but strike benefits. This would be in place now, but old guard officials, including their front man Junior Hoffa, blocked it. They said they had their own regional plan. Now that it's proven to be a fraud, what does Junior say? He claims he can fund the whole IBT strike fund with no money at all!

The lesson for Teamsters is that Junior and his pals are willing to put Teamster strikers and Teamster strength in jeopardy to try to sabotage reform and Carey. Don't let them do it. Elect delegates to the IBT Convention pledged to reform and to building a real strike fund.

The Spirit of TDU

Last night Ron Carey spoke about the spirit that is naturally a part of a successful team effort, a sense of family. We at TDU have known about this spirit for a very long time. In fact we've watched this spirit permeate our chapters, permeate our various caucus groups, we saw that spirit at the 1991 IBT Convention. We saw that spirit last month at the Teamsters first-ever Civil Rights Conference. I'm going to guarantee that when you leave this convention, you will be consumed by that spirit. You will be empowered. You will be ready to go out and take on the challenges that present themselves to us.

Michael Savwoir
Local 41, UPS
Kansas City
Oct. 14, 1995, TDU Convention

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

❑ City ❑ Road ❑ Dock ❑ Clerical ❑ Warehouse ❑ Construction ❑ Production

❑ Other _____ Optional: Spouse's name _____

❑ $35 one-year's membership & subscription to *Convoy Dispatch.*

❑ $85 three-year membership fee. ($10 shall be rebated to the local chapter.)

❑ $20 for spouses, retirees and Teamsters who gross less than $17,000 a year.

❑ Check or money order
❑ Mastercard/Visa # _____ Exp. date ____/____

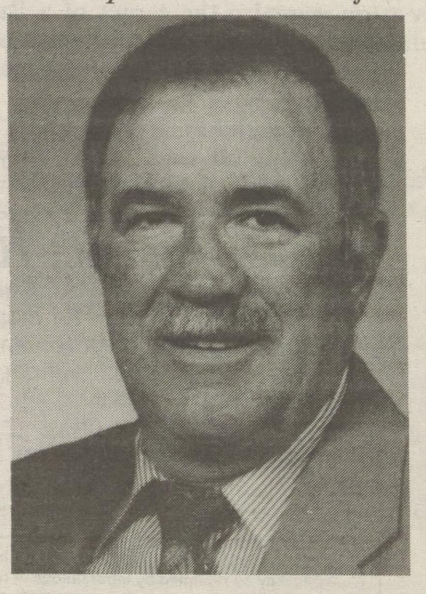
Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210
TDU membership is kept confidential from employers.

Run for Delegate

'See You in Philadelphia'

"I'm proud to be one of the four reform delegates elected from Memphis Local 667. We swept the race because we are out-front for Ron Carey, out-front for reform, and out-front against turning our union back over to the old guard.



"It's going to take hundreds of Teamsters doing the same thing we did, in locals across the country, to protect what we've won and win new reforms, too. This union belongs to the members and we can run it if we participate.

"I'll be in Philadelphia next July, ready to work for a more democratic union. I hope to see you there, too."

—Leavern Pate
Local 667, Memphis

UNION SOLIDARITY

AFL-CIO Election Shows New Promise for Labor Movement

The prospects for progressive change in the labor movement received an important boost last month with the election of a new leadership at the AFL-CIO. This was the first contested election in the 45-year history of the AFL-CIO and one of the few since the formation of the American Federation of Labor in 1886.

Both the incumbent slate headed by AFL-CIO president Thomas Donahue and the insurgent slate led by the Service Employees International Union's John Sweeney pointed to the need for new thinking and activity to revitalize the labor movement. When the AFL-CIO met in New York last month, the Sweeney slate was favored to win but the margin was too close to call. In the end, Sweeney's record of mobilization as head of SEIU and his popular running mate, Richard Trumka of the Mine Workers, won over many major unions, including the Auto Workers, Steel Workers and other industrial unions.

Teamster Vote Crucial

As the largest union in the Federation, the Teamsters vote was essential for Sweeney. Ron Carey was one of a group of union presidents who originally called for a new progressive platform for the AFL-CIO and as an early supporter of Sweeney urged other major unions to support reform. Had old guard forces been still in control of our union, we would not see the changes occurring today in the Federation: the 1.2 million per capita votes of the Teamsters was the margin of victory for Sweeney.

The victorious New Voice slate focused on the need for massive organizing, grassroots political action and establishing a union leadership more reflective of the rank and file. One of Sweeney's first acts as AFL-CIO president was to take up the case of Hugo Hernandez, an Overnite Transportation worker fired for his Teamster activities. Hernandez helped organize the Miami Overnite terminal into the Teamsters. AFL-CIO and Teamster pressure was able to win Hernandez's job back within a few days.

As with our union, changes at the top don't mean much without action at the bottom. The new leadership's focus on organizing and new energy can create new opportunities for rank and file action to move forward.

Minnesota Governor Threatens to Bring in Scabs

Solidarity Wins Bus Strike

A three-week strike by 2,100 bus workers in Minneapolis/St. Paul ended abruptly in October after Governor Arne Carlson ordered negotiations moved to the governor's mansion following the announced threat of a statewide transportation strike of Teamsters by Joint Council 32 president Harold Yates.

Yates' threat came at a rally of 1,000 Teamsters and bus workers that had been planned as a victory rally for the carhaul strikers. But the gathering quickly turned into a support rally for the bus strikers after Gov. Carlson announced his intent to resume bus service using replacement workers protected by the National Guard. The workers, members of the Amalgamated Transit Union, gained widespread support throughout the Twin Cities community, drawing 200 community members to a demonstration for the strikers. The state AFL-CIO was organizing a state-wide rally for the capitol steps at the time the strike was settled.

It is not clear what role Yates played in hammering out the agreement. In the last gubernatorial election, Yates caught the ire of many union officials when he backed Carlson's run for office despite his efforts to gut the state's workers' compensation law. When Carlson announced his intent to run the bus system with scabs, Yates and other Teamster officials felt the pressure to do something since their candidate, now governor, was trying to break the bus union.

While the settlement passed by a 9-1 margin it does include a significant increase in part timers, a big issue in the strike. In the end though, the strike demonstrated how solidarity between unions and with the larger community can make a difference in the success of a strike.

KMart Targetted for Advertising in Scab Detroit Newspapers

The four-month old Detroit newspaper strike was brought nationwide by many Teamster locals over the last month. The Michigan-based retailer KMart was chosen as a national boycott target after they refused to pull their ads from the scab *Detroit Free Press* and *Detroit News*.

The boycott leafletting campaign has reached well over 100 cities in 30 states, according to the International union. News reports describe large rallies in some areas, with more than 1,000 marching on a store in Boston. The store at the South Bay Center in Boston was also the target of a Building Trades protest due to the use of non-union labor in the construction of the facility.

In Philadelphia, local union members affilated with the Pennsylvania Conference of Teamsters circulated over 50,000 flyers at a Philadelphia Eagles football game.

KMart just doesn't understand about justice for workers. Back in 1993, KMart was caught spying on its workforce during a Teamster organizing drive in Manteno, Ill.

Meanwhile, over 2,000 strikers in Detroit continue to walk the line and need your support. Don't shop at KMart, and send your support to the Metropolitan Council of Newspaper Unions, 2550 W. Grand Blvd., Detroit, Mich. 48208 (313) 896-2600.

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How to Contact TDU

We want to hear from you. Contact us at the address below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

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TDU International Steering Committee

Co-Chairs:
Dan Campbell, San Antonio Local 657
Diana Kilmury, Vancouver, B.C., Local 155
Michael Ruscigno, New York Local 138
Michael Savwoir, Kansas City, Mo., Local 41

Organizer:
Ken Paff, Detroit

Trustees:
Frieda Burgan, Phoenix Local 104
Mike Caffrey, New York Local 868
Mike Turnure, Minneapolis Local 320

Members:
George Beam, Lexington, Ky., Local 651
Patricia Franks, Allentown, Pa., Local 773
Gillian Furst, Minneapolis Local 1145
James Jacob, Providence, R.I., Local 251
Homer Lambert, Chicago Local 743
Patrick McBride, Tacoma, Wa., Local 599
Lucio Reyes, Stockton, Calif., Local 601

Alternates:
Bob Blanchet, San Jose, Calif., Local 287
Alex Adams, Cleveland Local 407
Willie Smith, Columbus, Ohio Local 413

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1995 for one year. Our Rank & File Convention had nearly 600 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

FREIGHT NEWS

Double Breasting Cannot Be Denied

Tom Sheibley
Local 653, Roadway
Brockton, Mass.

Roadway Express CEO Mike Wickham recently made a video explaining the spin-off of Roadway Express from its holding company, Roadway Services Inc. (RSI). The video was shown to Roadway Teamsters and other employees throughout the company. One of the issues he addressed was the charge that since 1982, when RSI was created, Roadway Express profits have financed the purchase and expansion of nonunion companies like Viking, Spartan, and Coles, as well as the start-up costs of Roadway Package System and Roadway Global Air.

Many Roadway Teamsters rightly feel that much of the money earned through Teamster efforts over the past 13 years at Express has gone to buy shiny new equipment for double-breasted operations, to lease their terminals, and even to pay their operating costs as they racked up enormous losses in their early years. Even now, Douglas Wilson, chief financial officer of RSI, is telling investors that the new "union free" RSI will have to spend more money than it makes at least through 1998. (Reuters, 8/23/95 financial report)

Wickham responded to this issue in his video by saying that when RSI was created in 1982, it became a stockholder in Roadway Express, and merely profited from Express as any other shareholder would. That is pure smoke—RSI has always owned ***all*** the stock in Roadway Express, and thus has decided exactly how little of Express' profit to reinvest in Express, and how much to spend on building the nonunion, double-breasted companies that are now competing with Express.

If, as Wilson says, those double-breasted companies are still spending more money as a group than they make, we can conclude that their survival and expansion has been fueled by Roadway Express profits right up to the present moment. If it weren't for them, Roadway Express would be the company with the shiny modern equipment, instead of having to plan to buy it at a time when the company is in a fight for its financial life.

Responsibility for this situation, of course, must be shared by national Teamster officials of the mid-1980s who failed to challenge double breasting in the aggressive way it has been challenged more recently in carhaul negotiations.

Wickham appears to be committed to the success of Roadway Express and is seeking help from the Teamsters to restore the company to health. But he needs to avoid the kind of insulting attitude toward his labor force shown in his statements about the issue if he truly wants to build communication and cooperation. Good working relationships are built on straight talk, not half-truths.

First-Ever Unionization Vote

Organizing Con-Way in California

When the Con-Way employees at the Vernon, Calif., terminal (near Los Angeles) filed a petition with the NLRB to join the Teamsters, they were out front in two ways. They were the first Con-Way employees ever to file for a vote on unionizing. And they were the first in a drive to make Con-Way Western a union carrier.

Local 63 organizers, along with their Volunteer Organizing Committee (VOC) of rank and file Teamsters, are working with the Con-Way employees to make the task a reality. Contacts are expanding to the various Con-Way facilities in Southern California.

Local 63 has gained International union support and backing for the drive. A committee has been formed to investigate the situation at Con-Way nationwide.

Con-Way management has already taken notice. After the petition was filed by the union, George Reid, president of Con-Way Western, was fired and replaced by Chip Boone.

Con-Way undoubtedly will be making other changes to try to assure employees that union representation is not needed.

Vernon Con-Way employees are leading the way. They will get the support of not only Local 63 but of all Teamsters as their momentum builds.

Solidarity Beats Overnite Again

Miami Steward Wins Job, Back Pay

On Oct. 23 Miami Overnite management was up to its usual tricks: firing a union activist on bogus charges. But once again they underestimated the Teamsters: ten days later Hugo Hernandez was back to work, with full back pay.

Brother Hernandez won with the solidarity of his fellow workers—who recently voted to go Teamster—and with the backing of the International union and the newly-elected AFL-CIO leaders. As the union announced a possible job action, and began organizing an outreach campaign to Miami-area labor, church, minority and immigrant groups, Overnite management caved in

Hernandez, who has been serving as steward, was fired for going through personnel files even though at least one company representative has stated that he had permission to do so. He was going through the files in search of bogus and discriminatory write-ups that management was suspected of inserting.

The union and Miami Overnite workers believe Hernandez was targetted as part of their illegal anti-union tactics, and because he is a Hispanic union activist who stood up for workers' rights.

Freight Lines

Willig Closes: Deregulation Strikes Again.

The deregulation of intrastate trucking coupled with poor management decisions has led to the closing of Willig Freight Lines, costing 500 Teamster jobs in California and other western states.

Management tried to pin the blame on the Teamsters. But Willig's Teamsters had already given the carrier a 15 percent cut under Article 6 of the NMFA. Randy Cammack, secretary-treasurer of Los Angeles Local 63, called it "the most ridiculous mismanagement in trucking."

The union is filing a lawsuit over the failure to give workers the 60-day notice of closing required by federal law.

Numerous other small carriers are in trouble also, due to intrastate deregulation. Several have approached the IBT for contract relief.

Hoffa Sidesteps ABF-Carolina.

When asked by Teamster members at a New Jersey campaign rally about the ABF-Carolina merger, Junior Hoffa dodged the issue of respecting seniority.

"Hoffa showed a politician's deft footwork in sidestepping the issue," reported a New Jersey paper. Hoffa stated he would "wait and see" how he felt about seniority and dovetailing.

Neither the affected members nor the Teamster leadership have the luxury of dodging the issue.

Congressional Agency Cites Overnite.

The watchdog agency of the U.S. Congress, the General Accounting Office (GAO), has named Overnite Transportation as one of 15 federal contractors considered serious violators of federal labor law.

Overnite criticized the GAO report as misleading, and blamed U.S. Senator Paul Simon of Illinois for it. Simon is sponsoring legislation to bar such labor law violators from getting federal contracts for a three year period.

How Seriously Does Overnite Take the Teamsters?

The Tucson Arizona terminal of Overnite Transportation employs six bargaining unit workers, who decided to join Local 104. In response to this effort among six (6) employees to exercise their legal right to decide on union representaton, Overnite management sent in three full-time management people to work on them, an attorney from Chicago, and Overnite CEO Jim Douglas! That's how seriously they take the Teamsters. When we convince every Teamster to take ourselves that seriously, we'll have one hell of a strong union.

The good news is that the workers voted five to one to go Teamster on Nov. 14. Congratulations! Too bad Overnite wasted that money fighting their own employees once again.

CF, ABF Grievances.

Grievances about seniority problems and other violations of the change of operations agreements at CF and ABF will be heard in Chicago in mid-December.

ANR-Advance Merger.

In early November ANR merged Advance into its operations in the midwest and hopes to hold onto the freight of both carriers and expand. Soon after the merger, an arbitrator ruled for the company and against the union regarding the Article 6 deal in effect.

The IBT had resisted the company's demand that Teamsters at the new operation would be under a 15 percent cut. Previously ANR was under a 15 percent deal and Advance under a 10 percent deal. The union insisted on a membership vote.

The arbitrator ruled based on the precedents allowed by the old guard regime prior to Carey's election. These included the PIE-Transcon and American-Smith mergers.

UNITED PARCEL SERVICE

Over 100 Grievances Filed

Local 705 Strikes Over Supervisors Working

Friday the 13th proved a very unlucky day for management at UPS facilities in Willow Springs and Bedford Park, Ill. At 2 a.m. on a balmy mid-October night, hundreds of UPS workers in Local 705 took Buster Brown out on strike for seven hours in a bitter, ongoing dispute over the use of supervisors in performing bargaining unit work.

UPS is ignoring agreements they've made in over 100 grievance decisions where they pledged to stop using supervisors for Teamster work. The union filed an unfair labor practice (ULP) charge with the NLRB, but the company didn't bat an eye.

After months of stalemate the union decided they had seen enough. The secret move to strike the company caught UPS flatfooted and in the words of one member, "shut 'em down cold." The right to strike over noncompliance with grievance decisions is in the Local 705 UPS agreement as well as the national UPS agreement.

Support for the strike was overwhelming as part timers, mechanics, drivers and others refused to cross the line. John McCormick, president of Local 705 and a leader of the strike, said the "rank and file were extremely happy to strike over the issue. Management thought Willow Springs was their new playground and they could just walk over people. The members showed them otherwise." Since the local came out of trusteeship under an elected reform leadership earlier this year, tensions over contract issues have escalated.

UPSers arriving at work under the watchful eye of management were told the picket line was an illegal strike and that they should cross the line or be fired. When one brother, his knees knocking, asked what would happen if he did cross, a group of strikers told him, "You're buddies won't talk to you for 10 years." Despite a few butterflies, he and nearly every worker refused to cross the line.

The strike ended at 9 a.m. At 2 p.m. UPS attorneys were still shuffling papers in court trying to get an injunction, claiming the strike was still going on! They have also filed suit against the union for damages.

By the end of the weekend and since then, UPS has curtailed their use of supervisors and also cut back on using part timers to do shifter work, another major contract issue that remains unresolved. UPS is also trying to discharge four stewards at Willow Springs. The Local 705 contract, as with the national agreement, has an innocent till proven guilty clause so the four are all still on the job as they go through the grievance process.

The book is still open on the grievances, the firings, and the shifter issue. The district manager seems committed to a hard line, keeping both management and workers on edge. One thing seems certain—we haven't seen the end of this yet.

A UPS strike wouldn't be complete though without a little politics. Local 710 president James Ramirez, who bagged $290,000 in 1994, gave a stunning display of non-solidarity when he told some feeder drivers that it was okay to cross the picket line if the supervisor drove the truck out the gate! When management tried this, the strikers simply moved their picket line back to surround the truck. Ramirez finally relented and supported the strike.

UPS Management Says:

With Team Concept, Who Needs a Union?

If any UPS Teamster is still unsure of what lies behind UPS's new Team Concept and stock ownership programs, Seattle District Manager Rich Bein has confirmed what many of us feared. "Cooperation and teamwork," he tells us, are a better alternative to the Teamsters union.

In Washington state 31 nonunion counter clerks (UPS calls them union-free customer counter associates) are seeking Teamster representation. In a letter laden with anti-union terminology District Manager Rich Bein tells the clerks, "The key to facing these competitive challenges is cooperation and teamwork—the kind that comes from working directly together to resolve issues and overcome obstacles. That's why we are restructuring UPS—to give leadership positions to first-line employees and provide the option of stock ownership to every UPSer. A third party won't solve your concerns."

New-Style Package Car Seats

UPS has brought a new-style package car called a P32 to its Owensboro, Ky., center. This package car has a new, improved seat that is far more comfortable and supportive than the old ones.

The seat has a high back and is contoured to fit the driver's back and sides, adding more support. The most improved feature is the seat base. It is manufactured and designed the way automobile seats have been manufactured for the past 50 years. The base is not solid. It has springs in the structure of the base. This allows movement up and down in the base of the seat, and that means less stress and shock on the backs of drivers. The old seats, cannot move up and down.

The driver of the new P32 has stated he is less fatigued after the work day and that the seat is a huge improvement over the seat in the P500 he was driving. This driver travels many rough rural roads and drives approximately 175 to 225 miles per day.

A grievance was filed to replace the old seats with the new improved ones and has been sent to the Kentucky state panel. We believe this is a safety and health issue under the present contract language. The driver that filed the grievance on everyone's behalf has a back injury that was caused by hitting a pot hole, and the seat base not providing enough movement to cushion the blow to his back. UPS now has available seats that can and should be installed in package cars which we believe can help reduce back injuries and fatigue. Less fatigue means more production and less insurance claims.

We need everyone's help in trying to get these seats changed. If anyone has any ideas or thinks they have been injured by an old style seat, please contact Bob Arnold, 2221 Middleground Dr., Owensboro, Ky. 42301 (502)684-7838, or Roger Austin, 1547 Ky. 81 N., Calhoun, Ky., 42327 (502)273-5006.

Ontario, Calif., Local 63

Teamsters Strike to Organize Audit Clerks

UPS Teamsters in Ontario, Calif., walked out for three hours on Oct. 31 in support of a recognition strike to bring about 70 new workers into the union. The strike ended when management finally agreed to meet to discuss union recognition.

Local 63 secretary-treasurer Randy Cammack told us, "We're determined to win" bargaining rights for the UPS workers, who are involved in transhipping UPS packages to overseas locations, "even if we have to resume the strike." UPS presently uses part timers for much of the work.

UPS management refused to even meet on the issue before the walkout. Then after the walkout they filed a lawsuit against the International, Local 63, and Cammack. Only when Local 63 told them they would not even meet with UPS, and would resume the strike, did UPS dismiss the lawsuit.

The 70 workers in Southern California are the tip of the iceberg. UPS has somewhere around 1,000 doing this kind of work at hubs around the country, and overseas shipments are gradually increasing.

Local 63 members report good solidarity on the strike line, including from Local 396 drivers and business agents. They are ready to strike again—during peak season—if necessary to win justice and union protection for the audit clerks.

UPS & Downs

Unsafe Brokers.

A guard narrowly escaped injury the first week brokers began hauling loads from Oak Creek, Wis. The guard was attempting to put an upper seal on a load going to a rail yard. She had received the ignition keys from the driver and thought she was safe to climb up the ladder and apply the seal. She did not, however, ask the driver if he had set his parking brakes. Bad move! While she was about seven feet up on the ladder the trailer began moving toward her and began to crush the ladder under her. The trailer rolled more than three feet before another driver shouted to the broker to set his brakes. Luckily, the ladder never tipped over to throw the guard off, and the guard escaped physically unharmed. She was, however, unable to return the keys to the broker for fear of what she might do when confronting him face to face. Sadly, the ladder sustained terminal injuries and was thrown into the dumpster. No major investigation was launched into this incident as would have happened if a brown shirt did the same thing.

—Steve Baudo, Local 344, Milwaukee

They Just Don't Get It.

Plagued with the same crisis that has infected the ranks of part-time jobs nationally (tremendously high turnover rates), human resources managers in the Lenexa, Kan., hub have opted to increase the size of their help wanted ads. This new and improved campaign features a 3' by 10' banner attached to the fence at the entrance of the building proclaiming to the world, "Part-Time Help Wanted Now." Management has once again failed to get the big picture. Part-time employees want bigger paychecks, not bigger advertisements. When employees are guaranteed real wages and reasonable working conditions they become a workforce you can count on..

—Michael Savwoir, Local 41, Kansas City

CARHAUL NEWS

Taking on Ryder: How We Did It

Unions that take on big corporations today don't usually come out on top, no matter how just their cause. That's why the recent victory of Teamster carhaulers deserves a closer look at how we won.

On the surface, this battle was against Ryder and a half-dozen carhaul companies that were capable of causing plenty of trouble on their own. But lurking behind the scenes of this fight was the largest and most powerful company on the planet—General Motors Corporation.

GM has been using a simple strategy in recent years to raise profits by "outsourcing" more production—then forcing those suppliers to cut costs by demanding concessions from their workers. This approach has transformed the auto parts industry, cutting wages and benefits, lowering the percentage of union workers at suppliers, and raising the percentage of imported parts.

GM thought they could cut transportation costs and boost profits by working with Ryder to force concessions from Teamster carhaulers. This became clear when auto executives showed up last year to lecture Teamsters about the need to cut costs and accept concessions at company-sponsored retreats. Most carhaulers didn't swallow GM's bait, but it became clear that this fight would involve GM and the automakers.

Ron Carey and the Carhaul Negotiating Committee responded to this threat with a plan that came to be known as the "smart strategy" because it thwarted their game plan and put GM and the carhaul companies on the defensive.

Membership involvement was made the centerpiece of the strategy by encouraging carhaulers to leaflet dealers and take our issues to the public. This tactic put pressure on dealers who in turn put pressure on Ryder.

The strategy divided management at the table by separating Ryder from the other companies and weakening their power. As usual, some Teamster officials jumped right into bed with management—assisting with company-sponsored conference calls, refusing to make contract bulletins available, and encouraging contract concessions—but few members were fooled. For once we were more united than the employers.

The leadership resisted the popular but dangerous appeal to strike all the carhaul companies at once. Carey recognized that such a strike would hurt the weakest firms, allowing Ryder to emerge with more power and market share. The decision to mount a selective strike against Ryder dismayed some good members, but paid off by focusing the maximum possible pressure on Ryder and GM.

We refused to strike during the slow summer months when the companies tried to provoke us. Instead, we hit them in the middle of the new model delivery season when dealers couldn't get cars they desperately needed.

The pressure on Ryder and GM resulted in losses of over $1 million a day and prevented over 500,000 cars from reaching dealers. When they finally returned to the negotiating table, it was Ryder—not the union—that accepted concessions. Business analysts wrote that Ryder and GM badly miscalculated, and lost.

Job security was protected and the work preservation agreement was strengthened. Pension contributions reached record levels. Grievance procedures were streamlined. Wages were protected. In short, the strategy worked. While no contract is perfect, and many members have objections to important parts, all Teamsters should be proud that this one set a new standard for winning better contracts by involving members in new tactics.

While many are taking concessions, we stood together and turned back the largest corporation in the world. Not bad.

Issue	May 31 Final Offer	Proposals on the Table Sept. 1	What We Won
Job Security	→Companies wanted right to start new double-breasted, non-Teamster companies to do Teamster NATLD work.	→Ryder demanded right to attack Teamster NATLD work with double-breasted, non-Teamster operations.	→Companies may not use double-breated operations to compete for current or future Teamster work by NATLD employers. →Job growth and future work opportunities will come at Teamster companies.
Local Concessions	→Companies wanted right to force locals to accept concessions on wages and other areas.	→Ryder continued to demand right to force concessions on locals which would destroy our national contract.	→No right to force local concessions.
Two-Tier Wages	→Two-tier wage that would start new hires at 75% of full rate.	→Ryder continued to demand two-tier wages starting at 75%.	→No two-tier wages.
"Backhaul Terminals"	→Companies wanted to expand use of unmanned "backhaul terminals" with no full-time drivers.	→Companies continued to demand use of unmanned "backhaul terminals.	→No new "backhaul terminals"—companies must negotiate with local over new terminal staffing.
Economic Offer (over 4 years)	→$0 on frozen rate →0% on flat and zone rates →0% on skid drops	→$0 on frozen rate →4% on flat and zone rates →7% on skid drops	→11.75 cents/mile on frozen rate →7.62% on flat and zone →10% on skid drops

Members Ratify Contract

The carhaul contract was ratified by a 70 percent margin in the national mail ballot. Carhaul members also approved all supplements dealing with auto-hauling operations, but the drive-away supplement was rejected.

The contract was supported in the East, West and Central-Southern regions by strong margins. Feedback from members indicated that job preservation and wage protection, particularly upgrading the "frozen rate" in the Central-Southern, were important, along with defeating the concessions that Ryder insisted on.

The contract was heavily approved although there were two sources of opposition.

The first was predictable: some pro-employer, old guard officers worked to exploit divisions among members based on the selective strike and their own refusal to keep members informed.

The second source of opposition was a healthy debate among rank and file carhaulers over the contract, including concerns about Article 48 in the Central-Southern Supplement.

The contract lays the basis for protecting our jobs and building a stronger union. It's up to both rank and file carhaulers and our leaders to see that it happens.

Vote Results

	YES	NO
Master	6,076	2,549
Central/Southern	3,101	1,945
Eastern	1,593	234
Western	827	176
Drive-Away	207	511

Drive-Away Supplement Rejected in Separate Vote

The drive-away portion of the carhaul contract was rejected by a two to one margin and will now be subject to renegotiation. No immediate strike against the drive-away employers is planned.

The rejection did not come as a surprise. Concerns focus on pay equity (over the years various wage rates have been created) and pay for time spent waiting in airports to return home.

There are about 1,000 drive-away Teamsters, most of them working for subsidiaries of Jupiter. They have different employers from carhaulers and work in a field that is heavily impacted by nonunion competition.

The right to vote separately on supplements is a principle that TDU fought for 15 years to win. At the 1991 IBT Convention we succeeded in amending our union constitution. The principle had the support of John Morris and Ron Carey. The right is opposed by virtually every single member of the Junior Hoffa slate.

TDU Rank & File Convention

Making History

On Oct. 13-15, some 500 Teamster activists gathered at the TDU Convention in St. Louis to make the history of our union.

This is no exaggeration, considering the record. Six years ago, the TDU Convention endorsed Ron Carey, and he gave his first speech of the campaign. Five years ago the TDU convention is where the Carey slate, and the petition drive to accredit it, were born.

TDU's history is much longer than that span, however. This was the 20th annual TDU Convention. But the TDU Convention was about the future.

TDU is the organization that can make things happen. As Carey told the convention, "That's why they (the Royal Teamsters) resent you so much. You've got so much fight. You've got so much enthusiasm. You care so much about this union. The whole world said it couldn't be done. But you gave your time. You got your families involved. And together, and I say together, we've made history."

A resolution was adopted, laying out our course for the following year and beyond. That resolution charts a direction that focuses on the election, but also on a deeper transformation of our union.

The gathered activists crammed a lot into just three days. We learned a lot from leaders, and from each other. We were inspired by what we heard and by our movement's accomplishments. We raised $56,000. We honored those who have built TDU by recruiting new members. We elected our leaders of TDU for the coming year. And then we went out to make history.

Victory in 96 & the Struggles Ahead

A Resolution on TDU's Goals to Revitalize the Teamsters and Labor
1995 TDU Rank & File Convention, St. Louis, Oct. 14, 1995

A 20-Year Record of Fighting for Reform

At this, our 20th TDU Rank & File Convention, TDU begins its 20th year of organizing for democracy and grass-roots, activist-based unionism. During our proud history as the center of Teamster reform, TDU pioneered and led the fight for the Right to Vote. TDU spearheaded the reform program, much of which was enacted into the IBT Constitution in 1991. TDU played a key role in the election of the Ron Carey Slate, and several TDUers were elected to the General Executive Board as part of Carey's team.

In 1992 TDU took on an even broader purpose: union leadership and responsibility. At the same time, TDU remains an independent grass-roots movement, dedicated to educating and mobilizing the Teamster membership and to training more Teamsters as leaders.

The IBT Convention and Election and Beyond

Our immediate goal is to give Hoffa Junior and the old guard a knock-out blow in 1996. Toward that goal we resolve to:

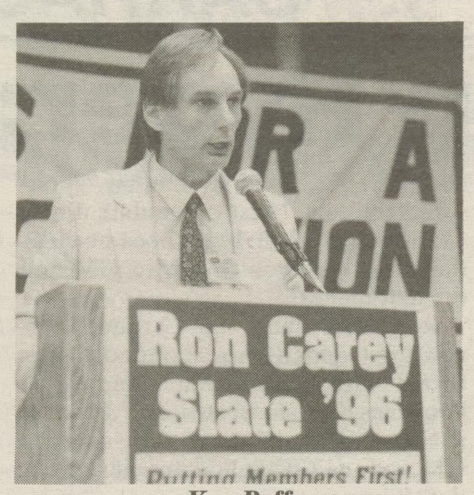
- Respect the need for a broader reform coalition to support positive union programs and to win a majority of delegates at the 1996 IBT Convention.
- Work within that reform coalition and put hundreds of TDU delegates on the floor of the July IBT Convention, building a strong TDU presence and influence. Our delegates will nominate the Ron Carey Slate, protect the Right to Vote and other reforms in the Teamster Constitution, and support an initiative to fund $200 per week strike benefits and a progressive program for our union.
- Work diligently in a grass-roots campaign to elect the Carey Slate.

Our ultimate goal is nothing less than the revitalization of the Teamsters union and the labor movement. Toward that end, we resolve to:

- Build TDU and recruit new TDU members, because TDU is the best way to keep pushing our union's revitalization.
- Work to weld together TDU and reform officers as a strong force, in alliance with active members.
- Continue to educate Teamster leaders and members on the organizing model of unionism, and through these educational efforts promote membership involvement and coalition building with other unions and community groups.

The International Steering Committee is directed to solicit membership input and to develop a model platform of reforms for the IBT Convention.

TDU's Goals for Our Union



Ken Paff
TDU International Organizer
TDU Convention
Oct. 14, 1996, St. Louis

I want to look ahead and challenge us a bit, to look down that road, and recall that we are about a vision. Elections are a big job in this year, but it is not our goal. Yes, we want to win reforms in the constitution, to end multiple salaries, restore the right of each local to decide whether to have appointed or elected business agents, elected stewards, funding our strike fund—those are our platform, and they are important. But we're about more than that. Our goal is not just this election, but it's a healthy, growing, dynamic, democratic Teamsters union and labor movement, where the struggles that have been talked about up here are not the exception, but are the norm. ...

Do Juniors Have a Vision?

Let's think a minute about the vision of the Junior slate. I know you're thinking it's mainly just to get that money and power. But what is it they project? Hoffa says he doesn't want to have all these corporate campaigns, like the one that just won the carhaul strike. ... That's outsider stuff. He says this communicating with members from the International, that destroys local autonomy. Only the business agents and the locals should be communicating with the members, and that's a waste of money anyway. Moves to make national contracts, not necessary. In fact Hoffa says he will dispense with all International representatives. I heard him say it.

Mainly what he says is union power comes from one person. He wants members to think that the name Hoffa will strike fear in the hearts of employers, and they'll just crumble. Isn't that the fable, the legend of the father that he's hoping to ride in on? The name Hoffa—he pounded the table and the employer crumbled. At Hoffa's Labor Day campaign speech his big applause line was, "I will personally negotiate the 1998 Master Freight Agreement." As if the CEOs of Roadway and CF and so on will just hide under the table at the thought of chubby Junior marching in. The name Hoffa, that's union power.

Detroit Newspaper Strike: Where's Hoffa?

Well I can put the lie to that right now. In Detroit, right now, we have a major labor battle going on; 2,500 unionists on the street over three months. The majority of them are Teamsters. They work at the Detroit Newspaper Agency, jointly owned by the media giants Gannett and Knight Ridder. The corporation has demanded "unconditional surrender" by the unions and they have brought in permanent replacements.

Now this is right in Hoffa's joint council that he administratively assists. It's his base; it's under his snout. The strike leaders are allied with him, and one of them introduced him at his Labor Day coming-out party. Now why is he going to wait until 1998 to pound that table and use his magic name and win a strike? Why isn't he doing it right now for the Detroit strikers? Why isn't he on the picket line? Why isn't he at the bargaining table? Why is he letting the strikers literally be run over by scab trucks if he has that magic power to pound that table and the corporation executives would hide under the table? Because he knows that the one-man union vision is a bogus vision, which means he has no vision at all.

We have a vision that develops model local unions and programs, and new national contracts and organizing drives; that brings the whole labor movement together around a dream of a better society.

Well we do, and ours is quite different. It's not that James Hoffa or Ron Carey or any other one leader is where union power comes from. They can only tap power. They can tap the power of the union. They can tap it, or they can restrain it, or they can defeat it as the quality of their leadership determines. They can tap the power of a strong and united membership, a power that puts 3,000 pickets around the *News* printing plant and stops production, as happened a few weeks ago. Hoffa wasn't there by the way, he was too busy out campaigning.

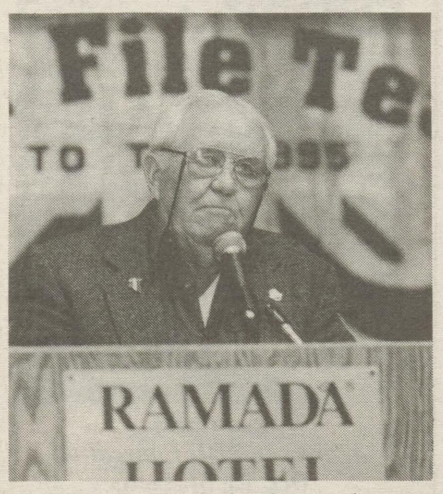
Our Vision

We have a vision that develops model local unions and programs, and new national contracts and organizing drives; that brings the whole labor movement together around a dream of a better society.

It's a vision that can guide us, that we can live by, that we can fight by, that can provide the inspiration for us to go out and make the sacrifices, like coming here this weekend, or doing all the extra work that we're going to ask of you in the next year.

It's a vision that we have to spread around to a layer of Teamsters. If we win a layer of Teamsters to that vision, a group of them here and there, all across this country, then Junior Hoffa's idea of a union being one man with a name just doesn't stand a chance in the election. And we will be on the road not only to winning next year, but winning a revitalized labor movement. And I want us to aim that high. Aim high for a vision of a Teamsters union that's a model for labor. That's what TDU is about.

'Resolve That We Will Not Go Back'



When one looks back over the past 20 years and sees the hoops and hurdles that we had to jump through, it is indeed something of a miracle; not only to survive but to accomplish so much reform work that one would have a hard time recognizing the New Teamsters as once being part of the old. ...

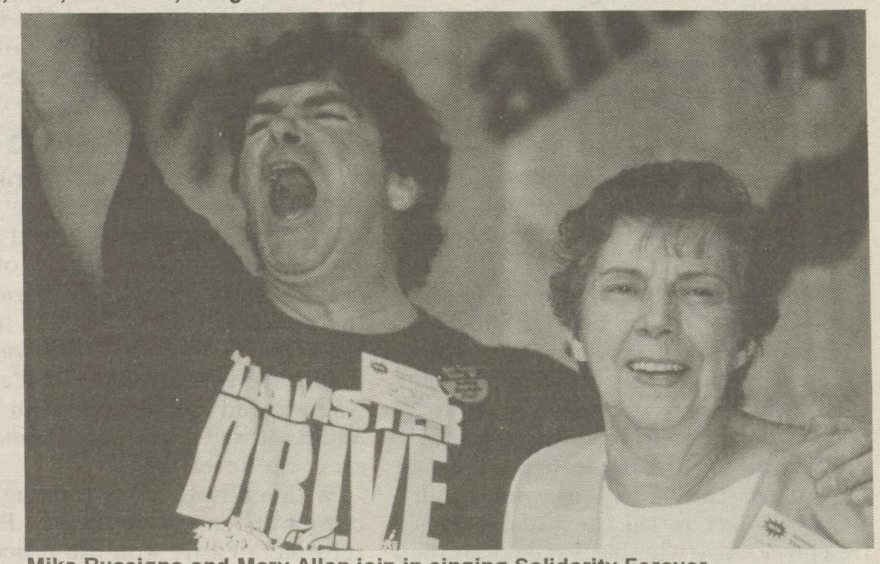
I feel confident that we can again rise to the occasion. The reason for that confidence is you. I know that you are not going to let 20 years of great sacrifices and very difficult struggles go down the drain without putting every ounce of energy you have into protecting the vast improvements we have made. ...

I would like to ask all of you to resolve that we will not go back. We will not allow our union to return to a fat-cat, top-down business union. We will take it upon ourselves to see that every possible means of communication is used to distribute our campaign material throughout the membership. That we will contact TDU and order as many ***Convoy Dispatch*** *newspapers as necessary, and see to it that they are distributed. That we will make copies of all pertinent flyers and not only post them but see to it that they are distributed. We will form networks, attend local TDU chapter meetings, attend your local union meetings and challenge any statements that you know to be untrue.*

If we dedicate ourselves to these resolutions, I feel confident that we can elect the Ron Carey slate, and keep our union free of corruption, democratic and progressive.

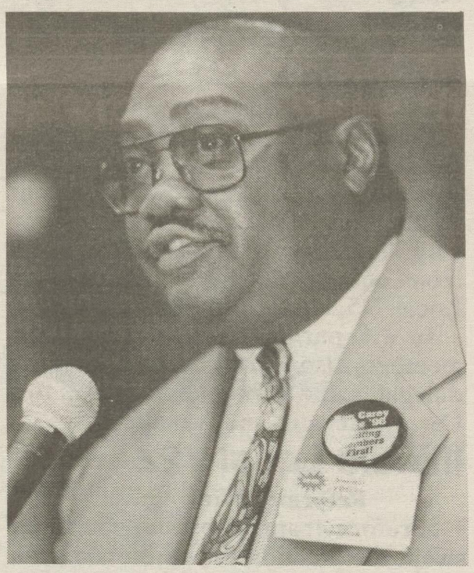
—Bill Slater
Local 315, retired
Martinez, Calif.
TDU Convention, Oct. 15, St. Louis

Esperanza Torres, Watsonville, Calif., Local 912, inspires the convention as she reports on the successful struggle to organize the Toma-Tek cannery in California. Translation by Lorene Scheer, Portland, Ore., Local 206, at right.



Mike Ruscigno and Mary Allan join in singing Solidarity Forever.

'We've Got to Build Coalitions'



I didn't ever think that I would live to see the day that the president of the International Brotherhood of Teamsters would be supporting a slate of officers that was reflective of the make up of the membership of this International union. I think that we ought to all be proud that we now have the president advocating a slate of officers that has three Blacks, has two women, has two Hispanics. ...

Since Carey has become president we have watched tremendous progress in this International union. ... We are being inclusive and being able to utilize all of the members of this International union. Which is going to be foremost if we are going to ever be what we ought to be and what we can be. ... We realize that we have got to break down walls that separate us, bring us into the oneness, so that we can get about the business of really doing what this organization has got to do. And that is not only do we deal with the bread and butter issues of our individual members from the workplace, but we've got to deal with those issues in a social and political setting. We have got to be able to deal with folks in our political arenas. We have got to be able, in our communities, to deal with our members. Because I believe that in order for us to organize in the year 2000 and beyond, or in the year 2000 and before, we've got to become real in individuals' lives. Unless we are able to do that we are going to fail, and fail miserably and keep diminishing the organized workforce in America. We cannot afford to let that happen. ...

We're going to have to affiliate and associate with organizations political and social that have a like mind because we've got to build coalitions, we've got to broaden that so that we become a real force in those communities. We're going to have to look at our political agenda. I'm a strong advocate that right now we are not getting our fair share out of the Democrat or the Republican Party. ...

I'm an advocate that working men and women are going to have to have a labor party in this country that represents us. We are going to have to build it from the ground up. And we can no longer allow Ross Perot, a billionaire industrialist, to come and steal off our members. And that is exactly what happened in the last election. It is an abomination that a billionaire industrialist can come in and pull 17 million votes. A lot of those votes were ours, working men and women, because they were frustrated and had no where else to go. We have got to control that agenda.

—Eddie Kornegay
Local 922, Washington, D.C.
Candidate for IBT Trustee
TDU Convention, Oct. 15, St. Louis

Building Our Warchest

TDU's immediate goal to kick off 1996 is to win a majority of delegates to the IBT Convention. To make that happen, we need to build a massive warchest to get it all done and keep the fat cats from coming back.

The 500 activists gathered at the TDU Convention recognized that need and pledged and donated over $56,000 to build that warchest. Most donations were at the $200 level, either directly or in monthly installments.

That's a strong start to the coming year. But we certainly can't rest easy. Junior's running mate Frank Wsol, that lucky Teamster, makes $57,000 in two short months! We don't make that kind of money but we have the people and we have the movement.

If you're reading this, you're a Teamster who's concerned about the future direction of our union and who wants to build for a victory in 1996. As the holiday season approaches, make a gift to yourself, your fellow Teamsters, and the labor movement. Make a donation or pledge to TDU today. (See form below.)

BE A TDU BUILDER

Join those who pledged and donated $56,243 at the TDU Rank & File Convention to build our movement. If you donate $200 or more, or pledge $20 pre month for one year, you'll be honored as a TDU Builder and receive a special lapel pin in recognition.

_____ I'll pledge $20 per month, or $ _____ per month for one year. Send me a monthly reminder.

I'll make a special donation of:
❑ $25 ❑ $35 ❑ $50 ❑ $100 ❑ $200 ❑ other $_____

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Please make your check payable to TDU. Donations are not tax deductible. No contributions accepted from employers or union funds.

❑ I wish to remain anonymous ❑ You may print my name as a donor.

Return to: TDU, Box 10128, Detroit, Mich. 48210

Members Say 'No' to Old Guard, 'Yes' To Reform

From Nashville to Youngstown, from Memphis to Detroit, Teamster members are voting for new reform leaders in local union elections. The president of Ohio Joint Council 41 lost in his own local. Junior Hoffa campaigned to help friends who went down to defeat.

While some TDU members and other reformers ran for office and fell short, the trend toward reform and away from the old guard continues to build. And it is coming from the rank and file.

Nashville Local 480

Reform Sweeps Across South

Nashville Local 480 has been ruled by the old guard for as long as anyone can remember, but on Nov. 13 that all changed. A team of determined rank and file Teamsters headed by Ronnie Martin and Brady Wyatt of the "Ronnie Martin 480 Slate" won office in this 3,700-member freight and UPS local.

Peter Cheng, a Hoffa-booster who bragged recently that he flipped Ron Carey the finger, was ousted as the Martin slate won four positions on the executive board. Ronnie Martin beat Cheng for the president spot while Brady Wyatt is the new secretary-treasurer. Also winning was Jack Bradford as vice president, and Jerry Seaborn won a trustee position.

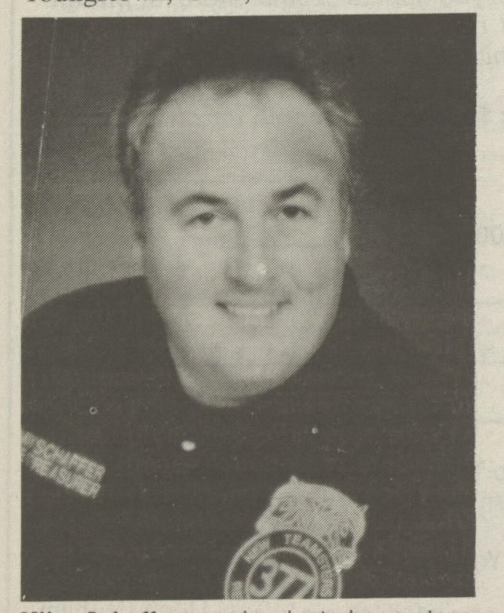
This victory, along with a similar result in Memphis, shows important growth for TDU and reform forces in the South. Reformers now head a number of important locals across the southern region, from Florida to Texas.

Youngstown Local 377

"Against All Odds"

"What was accomplished in this election was against all odds. The entire executive board was voted out. We won because of our reform platform of opening up the union to the members. And we won because we campaigned hard. We were out shaking hands with members in the middle of the night. The officials were sleeping."

That's how secretary-treasurer-elect Mike Schaffer summed up the victory among the 3,500 members of Youngstown, Ohio, Local 377. Schaffer, along with other TDUers and reform minded Teamsters, won eight of the nine positions (executive board and business agent). When a small number of challenged votes are counted, that victory could be complete.



Mike Schaffer, newly elected secretary-treasurer of Youngstown, Ohio, Local 377.

Schaffer defeated incumbent Bob Eliser, who had just been appointed head of Joint Council 41, covering most of Ohio. Eliser promptly protested the election, even though as incumbent he controlled the election rules. TDUers said the mail ballot election, which they requested from Ron Carey, was critical in the win.

Memphis Local 667

"Forward Not Backward"

When Local 667 president Jimmy Carrington left office several months ago after he was found guilty of letting management present grievances for the union, he felt he left the union to his friends. But the 3,200 members didn't see it that way. The Campaign '95 slate, led by CF driver Don Newton and Roadway driver Pete Bennett, won six of the seven spots.

With multiple slates running, the incumbents were favored. But the reformers easily won the officer election and the delegate election as well.

Newton told us that, "We won this election because we back Carey and Carey people won the delegate election here in Memphis as well. Our members like the positive changes happening in our union and we need to move forward not backward."

Atlanta Local 728

Hoffa-Backed Slate Goes Down

In October James (Junior) Hoffa was in the shops and barns of Atlanta campaigning. But when the votes were counted in Georgia Local 728, his team was trounced, as the reform Teamsters for Democracy Slate (TFD) led by Don Scott swept the election.

Hoffa, sporting a campaign shirt for the "Just Teamsters" slate (his Georgia team), was stumping for them and himself. "They'll be eating left-over barbecue for a month," one TFDer told us. "His campaign barbecue was set up for 500 but drew only 100, and 40 of those were from out of state."

The reformers took on Junior Hoffa directly: they included in their campaign mailing informational flyers on Junior.

The TFD slate, formed by the Atlanta TDU Chapter, was first elected in 1990 when they defeated the Mathis family dynasty in the 8,000-member local, which includes primarily freight and UPS Teamsters throughout Georgia.

Detroit Local 337

The Juniors Are Sweating

In an election marred by numerous irregularities, the New Teamsters 337 Slate, headed by TDU member Bob Jordan, came very close to upsetting Junior Hoffa's mentor, Larry Brennan. The New Teamsters 337 slate, which took 46 percent of the vote in the 8,000-member local, criticized Brennan's constant campaign to undermine the reforms won in '91 with the election of Ron Carey.

Brennan, who inherited his union power from his dad Bert Brennan, who was indicted for employer payoffs with Hoffa's dad, is not out of the woods. An election protest has been filed and Jordan is optimistic that a new election will be ordered. The Juniors are sweating.

Detroit Local 283

A Stunning Victory

A slate of rank and file Teamsters headed by auto mechanic and steward Steve Hicks swept all seven positions from the incumbent slate headed by Aaron Gully in Local 283. This Detroit local includes refinery workers, distillery workers, airport employees, tank haulers and various other industrial crafts among its 2,400 members.

Many believe that Gully was keeping the big leather chair warm until next year when his mentor George Vitale comes off a five-year suspension for embezzling union funds. Sorry George, perhaps Larry Brennan will find work for you as an administrative assistant at JC 43 as he did your friend Junior Hoffa!

Oklahoma City Local 886

Carey Candidate Wins

Incumbent Richard Nelson, who is a candidate for IBT vice president on the Ron Carey Slate, narrowly beat out challengers in Local 886 in Oklahoma City. The strongest opposition came from outside the local, from Dallas Local 745, led by T.C. Stone.

In a separate election, Local 886 members also elected IBT Convention delegates. It was swept by a slate of five Carey delegates and two alternates.

Illinois Local 722

Reformer Wins Again

A reform team led by Mark Serafinn swept the election for business agents and executive board in the 2,200-member local. Serafinn, the incumbent president, attributed the win to an open approach with members, a reform program, and tough bargaining. The majority of the previous executive board, who lost, were supporters of old guard politics.

Serafinn's first election victory was five years ago, as a rank and file candidate for delegate to the 1991 IBT Convention.

Connecticut Local 493

Reformers Turn Back Hoffa Supporters

Incumbents John Sarantopoulos and Donald Villa and the rest of the Union Democracy Slate swept the election in this 1,200-member local. The reformers beat back a strong challenge by Hoffa backers and one other slate.

Sarantopoulos will also make his second trip as a delegate to the IBT Convention; the delegate election was held at the same time as the local race.

Ron Carey
Address to TDU Convention
Oct. 13, St. Louis

We're going to need the support of all Teamsters, all over the country. Because the Royal Teamsters, as I call them, are like a jack-in-the-box. Every time the members put a lid on waste, put a lid on corruption, the Royal Teamsters pop right back up again. This year is our chance to put the lid on and make it stick. It's a chance to unite this union, to strengthen this union, to make it work more effectively for the membership. And to send a message to the juniors, all the other want to be juniors, that it's time for them to get out of our way, once and for all.

Cannery Teamsters Elect Reformers

At the October TDU Convention, recently-elected delegates were present from five California locals with large contingents of Teamsters who work in food processing. Watsonville Local 912, Stockton Local 601, Ventura Local 186, Salinas Local 890 and Orange County Local 952 were all represented. In many of these locals delegates committed to reform and to Ron Carey swept the race. In some large food processing locals, such as Local 890 and Modesto Local 748, there are some delegates for Carey and others who are uncommitted.

Durham, Darrow Retire

R.V. Durham of North Carolina Local 391 and JC 9, who headed the old guard ticket in the 1991 IBT election, retired on Oct. 31. His wife, who worked at the 391 hall, did also.

Durham has made it known that although he deeply resents Ron Carey, who defeated him for IBT president, he has to hold his nose to support Junior Hoffa. Earlier this year he sent Hoffa a letter urging him to step aside so that a more qualified candidate could emerge to challenge Carey.

Dan Darrow, secretary-treasurer of Akron, Ohio, Local 348 and president of JC 41, also retired. Darrow was the head of the old guard's "Real Teamster Caucus".

Darrow turned the Joint Council leadership over to Bob Eliser, secretary-treasurer of Youngstown Local 377. But just days later, Eliser was defeated by TDUer Mike Schaffer and a reform slate in Local 377.

Poll Shows Carey Riding High

An election protest filed by James (Junior) Hoffa required the International union to make public some of the results of a poll conducted 10 months ago. But the results—now public—do not please Junior Hoffa. They show that when compared to previous Teamsters presidents, Carey is favored by a five to one margin among Teamster members.

Among likely voters in the 1996 election, and among Teamsters employed in the big national trucking contracts, Carey's ratings went even higher, surprising even his supporters.

The poll was conducted by Peter Hart Associates for the Teamsters union, and asked members a large range of questions about what they would like to see from their union, what they liked and disliked, and what concerns the union should address. The results were not released, as they would then be available to employers and anti-Teamster forces as well.

Election Appeals Master Kenneth Conboy agreed that most of the poll results should not be made public, but he ordered that the few questions dealing with Ron Carey could be useful politically and therefore ordered that they be made available to all candidates for Teamster president. The IBT then made those results public.

The poll results show:

- 47 percent of all Teamsters know that Ron Carey is the IBT president. Among those likely to vote, this number goes way up.
- Only nine percent disapprove of Carey's job performance.
- Among freight Teamsters, Carey has a rating of 59 percent approval and 12 percent disapproval. Among UPS Teamsters his rating is 50 percent approval, eight percent disapproval.
- Among the most likely voters (those who voted in 1991), Carey's approval rating is 46 percent and disapproval is 12 percent. Among all Teamsters (including those unlikely to vote) the numbers are 29 percent approval and nine percent disapproval.
- Among the most likely voters the percentage who have any opinion on Carey is 20 percent higher. That increased knowledge about the union leads to even more support for Carey: his approval rating goes up even higher, with 17 percent of the additional 20 percent approving and three percent disapproving.

This last point is very significant. It shows that the more informed and involved Teamsters are, the more likely they are to back reform. It proves what TDU has said for years: the key to change is educating and involving rank and file Teamsters.

Junior's PR team tried to put the best face on the bad news the poll brought them. Campaign manager Thomas Pazzi told the media that "There's a tendency for each campaign to drive the other guy's negatives up," so that the next year of negative campaigning will hurt Carey.

(For a copy of the poll results released, contact TDU. Free to TDU members, others include donation.)

TDU to Launch Pension Reform Campaign

Our pension trustees in the major pension funds remain unelected and unaccountable.

They lord over billions of dollars of hard-earned Teamster members' benefits and make restrictive rules that force us to work longer and harder to get a good benefit. But they are accountable to no one.

We need directly accountable trustees who will cut through the crap and work to provide the kinds of rules and benefits we deserve like a 25-and-out benefit at any age with full health coverage.

TDU offers a plan to be voted on at the 1996 IBT Convention—have the directly elected vice presidents in the Central and Southern regions serve as the union trustees in Central States. If we're not satisfied with the job they're doing, we can vote them out every five years without the extra burden of added elections.

We're set to launch a grassroots petition campaign this December in the Central and Southern regions to bring the issue to the floor of the IBT Convention. Many reform delegate candidates have already made this issue a part of their campaigns. Working Teamsters deserve a decent retirement. Sign on now to protect your future. If you want to get involved and circulate petitions, contact TDU at (313) 842-2600.

First Time in 9 Years

Scrooges in West Say 'No 13th Check'

Bob Mattingly
Local 896, Retired
Oakland, Calif.

For the past nine years, Teamsters who retired before 1985 received a so-called 13th check in December from the Western Conference of Teamsters Pension Plan. In October, word leaked out that there will be no 1995 check. Reportedly, the pension plan had a slight loss in 1993, and under the plan's rules the 13th check is paid only after two consecutive years without a loss.

Some union trustees proposed that the 13th check for 1996 be doubled to make up for no 13th check in 1995. However, the employer trustees rejected the proposal. Some retiree club leaders claim the proposal for a double check in 1996 was undermined when union trustees did not present a united front to the employer trustees.

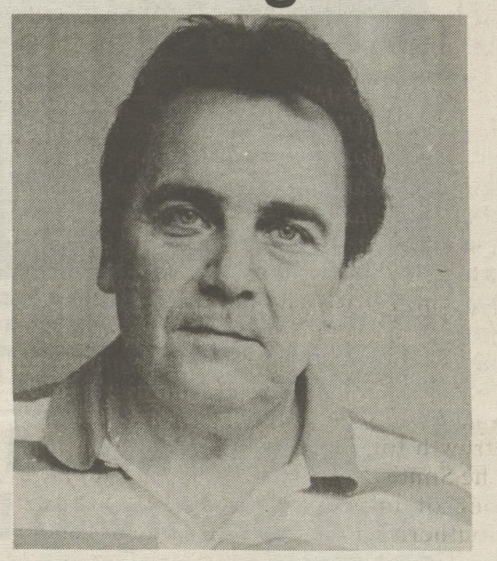
The 13th check came about in 1985 when some retiree leaders and local officers objected to the pension trustees' plan to freeze pre-1985 retiree benefits while the trustees provided an across-the-board 25 percent increase from "surplus" funds to future retirees.

Since then, some union trustees have used the 13th check as a hammer to keep retiree club leaders from pressing their case for pension improvements. On one occasion, the retiree leaders were talking about suing the pension fund, but backed down after being threatened by the ranking union trustee who said that the plan would use the 13th check money to fight them in court. Still, there was a victory in 1994, when the trustees, under pressure from retiree leaders, agreed to increase a retiree's pension (under the spousal option) should the spouse die first. New retirees gained the benefit in 1986.

Retiree club leaders only learned of the adverse decision in October, at a retired local union officers' luncheon attended by two pension administrators. That morning, a retired secretary-treasurer visited his mother, a Teamster retiree. They discussed her upcoming property taxes and she said that she would pay them when her 13th check arrived in December. Only when the former officer asked the pension administrators when the checks would be mailed out, did the administrators say that there would be no 13th check for 1995, the first interruption since the payouts began in 1985.

The Old Guard and the Big Lie

Jack Widmer
Local 24 Trustee
Akron, Ohio



There are people who are trying their best to destroy our union for their own self interest. These people might be local officers, people who sit on joint councils or even regular members who try to discredit the International. You know who they are. They are the ones who say Ron Carey broke our International.

Our International was in trouble long before Ron Carey took office. It was the old guard leaders who borrowed $34 million from our strike fund to keep the general fund afloat in 1990. Believing they would be elected in 1991, their plan was to then increase your dues to get out of the bind they were in, and you would never have a chance to vote on it.

Then Carey was elected in the first membership vote, and the old guard were on the outside looking in. All they could do was to blame all the financial troubles on Carey.

Carey did away with the multiple salaries, planes and limos, as well as cutting his own salary and the Executive Board salaries. He set up the first-ever budget for the International.

Adding to our woes, we were losing around 40,000 members a year. Carey has added new organizers, who have cut our membership losses from 40,000 to 17,000 a year, still a minus but far better than those who did nothing but talk when it came to organizing.

Now the issue of lies about Carey, his personal finances and Mafia associations. Adolph Hitler said if you tell a lie to enough people over and over, eventually some will believe it. That is what's behind the charges. If they keep bringing them up, they hope you will believe them.

Where were all these concerned old guard people when our pension funds were being misused, when bad loans were being made to their cronies? Where were they when multiple salaries were being paid for jobs that required little or no work? They were there to receive pensions for these jobs, pensions that would far exceed any pension a regular member would ever receive. Now they want you to believe they are trying to correct so-called bad leadership and mismanagement in Carey's tenure. If you fall for it, they could regain control of the union and get their playhouse back.

This brings us to Junior Hoffa, the guy they say will save the union. Anyone can see that name recognition is his only claim to fame.

Junior Hoffa has already said he will reinstate the area conferences. We don't need a level of bureaucracy that has outlived its usefulness. We can't afford it, we don't need it, but if it comes back we will certainly pay for it.

Remember when the old guard had you vote down a dues increase that would have restored our strike fund? Then they had you support an independent Ohio/Michigan strike fund. Junior Hoffa and his old guard buddies control this independent strike fund. Right now, it is on the verge of going bust after just weeks of operation.

I have always believed the members are smart enough to change things if given the facts. You have to make the decision. Do you want to go back to the old sweetheart contracts, sellout grievances, outrageous salaries and pensions? Do you want to be the money machine to finance all that abuse? I think not!

Every new Teamster who comes after us is depending on us for a good job and a secure future. Don't let them down. Get involved!

TDU, LOCAL UNION NEWS

University of Minnesota

Committee Thwarts Proposal to Gut Union

Mike Turnure
Local 320, Univ. of Minnesota
Minneapolis

Teamster Local 320's elected negotiating committee at the University of Minnesota voted unanimously not to accept a mediator's proposal to settle our contract. The proposal included measures to increase disciplinary retention from 12 to 18 months and a pay package for most workers of one percent and one-half percent increases over the two years of the contract. The university dangled the carrot of a 2.5 percent lump sum payment in year two as an enticement to ratify the proposal.

Over 1,200 members received mail ballots and on Nov. 8, when the votes were counted, the membership rejected the proposal, thereby authorizing a strike.

Local 320 represents approximately 9,000 public workers across the state of Minnesota. The University of Minnesota is the largest bargaining unit of the more than 200 contracts in the local. Local 320 was placed in trusteeship in May 1995 following an Independent Review Board report that revealed gross financial mismanagement by the former leadership.

In the 25-year history of the local there has been one strike – in 1981 at a county detention center. This is the first time a strike has been seriously considered at the university. Management assumed we would just roll over and agree to anything they put in front of us, no matter how preposterous.

But swift action by the negotiating committee upset management's plans and at the same time alerted our business agent that we would not accept the concession-filled proposal before us. The offer we voted on was a mediator's proposal which is normally only issued when both sides accept the terms.

The Teamsters union and AFSCME Local 1164 have been working to coordinate their bargaining activity, and rank and filers from both unions jointly protested a Board of Regents meeting. They read a statement that pointed to the glaring difference between the 17 percent pay increase for the Board President over the past two years and the wage freeze university workers have endured for the past four years.

Despite the committee's recommendation not to accept the proposal the media spent three days portraying the offer as a tentative agreement. The committee issued a public statement to the membership providing the guidance necessary to win a rejection. It marked the first time the committee had taken an independent stance and rejected an agreement between the union and management.

At press time our contract remains unresolved but the fact that the committee was able to win a rejection shows the power of our members and the key role democracy plays in improving our contracts, our unions, and our lives. If we have to strike to win a fair contract, we will.

Local 657 members Bill Beeney and Rick McMurtry with Ron Carey at the TDU Convention. In all, six members of the San Antonio local attended the convention. So inspired by what they witnessed at the convention, they vowed to return to Texas and start the Lone Star Chapter of TDU.

Tusino Ordered to Repay Extra Salary to Local 170

Ernie Tusino, secretary-treasurer of Massachusetts Local 170, has to pay back to the local union treasury some $6,000 that he wrongly took as an extra salary. At the Nov. 5 union meeting Tusino was forced into the pay-back by nearly a three to one margin in a secret ballot vote of the members.

Tusino, the principal officer, drew an extra salary of $515 a month for 11 months just for attending local executive board meetings, without prior approval of the membership. When members and reform officers of Local 170 found out, they blew the whistle on Ernie to the Ethical Practices Committee. Following an investigation, IBT President Ron Carey directed that a vote of the membership be taken.

Ernie's collar got a little tight when a motion was passed from the floor to conduct the vote by secret ballot. The nearly three to one margin of defeat sent a serious blow to Tusino, a prominent spokesman for the old guard and a critic of the Carey administration. After the vote, Tusino announced he may just retire at the first of the year.

Putting an end to multiple salaries and pensions will be a cornerstone of delegate campaigns this winter. The members of Local 170 have sent their message loud and clear. The next step is electing reform delegates to the 1996 IBT Convention.

EPC Issues Policy on Extra Salaries

The IBT Ethical Practices Committee (EPC) has issued a policy statement prohibiting the payment of extra salaries to full-time, paid local union officers for attending local executive board meetings without the express approval of the local bylaws or the direct approval of the membership.

Most locals compensate their part-time officers for expenses and lost wages for attending local executive board meetings. But it turns out a number of locals are also paying extra salaries to full-time officers for attending meetings that are a regular and essential part of their full-time work.

The Independent Review Board (IRB) and EPC have determined that such practices are strictly prohibited without the approval of the local's bylaws or the direct approval of the membership. Recent IRB and EPC actions on this fat cat practice have sent scores of local union officers scrambling to dust off and examine their local union bylaws.

The EPC has ordered that local unions that pay extra salaries in violation of their bylaws must cease immediately and any compensation received over the past five years must be reimbursed by the recipients to the local union.

For a copy of the EPC policy contact the EPC Administrator or TDU. Free to members, donation for others.

IBT Civil Rights Conference a Success

Herman Johnson, Local 320
Gillian Furst, Local 1145
Twin Cities Chapter

Some 500 Teamsters attended the first-ever IBT Civil Rights Conference in Washington, D.C., the weekend of Sept. 15. The conference reflected the great diversity of our union and underscored the commitment of the IBT leadership to fight discrimination at all levels and integrate women and people of color into active union leadership.

The slogan of the conference was "A strong union involves everyone."

Speakers at the conference included IBT President Ron Carey, Myrlie Evers Williams, chair of the national board of the NAACP, Rev. Dr. Joseph E. Lowery, president of the Southern Christian Leadership Conference and various union officials. The conference was chaired by Carroll Haynes, a member of the Ron Carey Slate in the 1996 elections. International Vice President Diana Kilmury chaired a session and was a key conference organizer.

There was a terrific feeling of solidarity and excitement that the ideals of labor and civil rights were not only compatible but inseparable.

Also special about the conference was the attendance of many rank and filers in addition to local leaders from all over the United States and Canada. It is clear that the conference will be very useful for future networking.

The workshops were well attended with lots of interaction by the participants. On Friday, the first day of the conference, about 200 of us descended on Capitol Hill to lobby Senators from our various states to support labor legislation and to oppose cutbacks in social programs.

Laurie Kelly
Local 25, Boston
Address to TDU Convention
Oct. 14, 1995, St. Louis

We have to think of ways that we can reach the members. We have access to people. We can take our Convoys, leaflets, and go out to people. We know when the monthly meetings are, we know where the locals are, we know where the locals are where people are being kept in the dark. That's where we should be.

It's great for all of us to get together for our chapter meetings, but we need to get out to some of these locals. ...

I wish that something like that had happened earlier to me and that I could have come to a TDU Convention a lot sooner. I'm grateful now that somebody did reach out to me, helped inform me, and teach me the things I needed to learn so I could be a part of things, so I could realize that this is my union. There are unfortunately too many members out there that don't know this is their union. They don't know that the local officers should be serving them. ... Let's reach out and help change somebody's life.

LETTERS FROM OUR MEMBERS

Thanks for TDU Convention Workshops

I truly enjoyed the TDU Convention. Thank you for all that you have done.

The workshops I attended were helpful, and I think I learned a lot. There were too many workshops that I wanted to, and needed to attend, that were overlapping. I know there was just not enough time to attend them all.

Some of my fellow employees at work knew I was attending and wanted me to bring back as much information as I could. The employees in my shop are really getting fed up with the conditions we are stuck with. I believe they are ready to start forcing some changes, but we need help. The information I have gained through TDU and TDU friends is the only help we have received. We know that there are others just like us and that there are caring people wanting to help. Thank you.

Dennis Stevens
Local 745, Kroger
Dallas

Overnite Driver Speaks Up

I am writing this letter in the hopes that more Overnite employees might speak up for what they truly believe is fair, and not be afraid of all the lies and threats our management has wanted you to believe during this organizing campaign.

In March of this year our terminal in Rockaway, N.J., won our right for Teamster representation by a narrow vote of 15 to 12. This came as a shock to the members of our committee, because at the start of our campaign we thought we had 22 solid yes votes. During the campaign we were shown videos several times a week on how Teamster representation would bring about nothing but strikes, loss of jobs and closing of terminals, Management also told us that Overnite would never negotiate with the Teamsters, so even if we voted yes it would all be in vain.

Since our victory, nobody has lost their job or had their hours cut in any way. We have actually hired more people since March. We are busier than ever.

People who were against the vote are starting to see just how much Overnite lied to them during the campaign.

It worries me that those lies almost cost us our right to be represented. I can only hope that if your terminal has not voted yet you don't fall victim to the same lies and threats.

I would like to give a heartfelt thanks to all the Teamsters who put in countless days and hours to make it possible for us to earn our respect. Thanks to Ron Carey for starting this campaign on a national level; to International organizer Mike Curcio for all your energey and motivation; to all the volunteer organizers of which there are too many to name; to all the members of Local 560 for showing your support every time you saw us on the road; and a special thanks to Local 560 BA Ernie Soehl.

I believe that one man can make a difference, but if 10 people hear what I say and start to speak up, and then 100, and so on, we can all make a change and earn our respect.

Nicholas Malooly
Local 560, Overnite
Rockaway, N.J.

'Fight the Hardest for the Lowest Paid'

I thoroughly enjoyed my first convention. It was wonderful to meet people with similar goals and beliefs. It was an honor to meet people who fought for reform and in some cases even suffered physical abuse. To me they are the Joe Hills of our generation. I made some new friends and talked to some old ones, so I plan on attending future conventions.

One thing seemed odd to me. Someone from the floor said strike benefits should be higher for people who made more. How would the higher paid Teamster benefit if the lower paid had to capitulate sooner during a strike? The purpose of strike pay should be that all members can hold out, not just a few. Besides, the TDU Bill of Rights says "fight the hardest for the lowest paid."

I would also like to see some help for the retirees. I would be willing to give up any pension increase in the next NMFA if that amount could go to help those who retired years ago and who are struggling now. Think about yourself down the road say 15 years into retirement and factor in three to four percent inflation. Where would you be?

Paul Host
Local 200, ABF
Milwaukee

Reform Ohio Grievance Panel

I am a road driver for Yellow Freight in Richfield, Ohio. I was dispatched from Cleveland to Washington, D.C., with 19 hours. Upon arrival I told the dispatcher I had nine hours left to get home. He dispatched me to Charlotte, N.C. I sat 16 hours waiting for dispatch from Charlotte. Not only could I not be with my family during this time, I was not compensated for the eight and a half hours, which is a direct violation of Article 51, section 3, of the National Master Freight Agreement. My grievance over this was denied at the Ohio panel.

This decision is a threat to the home life of all road drivers. If the companies continue to get away with bogus decisions like this we might as well all kiss our home life good-bye.

Where are our union officials? A change needs to happen in the Ohio Joint State Committee. We, the rank and file, need to get together to fight for reform of the grievance procedure. By electing delegates to the 1996 IBT Convention who support Ron Carey and reform we could achieve that goal.

Ben Sizemore
Local 407, Yellow Freight
Cleveland

A New Day at UPS?

I feel TDU is behind the times and the new working climate at UPS. I am very tired of working in an environment of distrust between managers and hourly employees, something UPS is trying to change to a more cooperative and mutually respectful environment. Every employee at UPS (hourly or salary) has a common goal – to better UPS overall, not to see how much further we can "screw" UPS. TDU seems to promote this distrustful, hostile environment that I have worked under for the past 17 years.

In summary, I am no longer a willing participant to TDU's constant road blocks, injunctions and general propaganda against the brown hand that feeds me and my family.

Leane R. Jepperson
Local 174, UPS
Seattle
Editor's note: See page 4 for a different view on this issue.

Improve Freight Pensions

If TDU cares about the working men and women Teamsters, you will focus on improving our pension payout to the members. Freight Teamsters created TDU, so don't abandon us. We need a 25-and-out pension at any age, with at least $1,500 per month plus insurance. We need a grassroots petition drive to force pension improvements. The money is there, and was in for us to use.

Charles Thrift
Local 891, Roadway
Meridian, Miss.

Disabled Driver Needs Info

I am a disabled Yellow Freight truck driver. I would appreciate hearing from anyone who has information about handrails separating from fiberglass fairings on Volvo White GM tractors or other tractors used by Yellow Freight. Please contact Orville Dawson, 3583 Randolph Rd., Magadore, Ohio 44260. Feel free to call me collect at (216) 325-9986.

Thank you for your assistance.

Orville Dawson
Local 407, Yellow Freight
Cleveland

Order CONVOY DISPATCH by the Bundle

Convoy Dispatch is a great source of news, and TDU's best recruiter. Want to help keep other Teamsters informed and build TDU? Order a bundle to distribute each issue.

Bundles are sent each issue. Prices per issue:
❑ $3 for 10 ❑ $5 for 20 ❑ $8 for 50 ❑ $12 for 100

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Return to:
TDU, Box 10128, Detroit, Mich. 48210

MOVING?

Be sure to notify TDU of any change of address. Contact the TDU office at P.O. Box 10128, Detroit, Mich. 48210 or call us at (313) 842-2600.

TDU Meets

ARIZONA
Annual Christmas Party
Saturday, Dec. 16
6 p.m.
9043 N. 36 Dr., Phoenix

ATLANTA
Second Saturday each month
7:30 p.m.
John C. Birdine Community Center
215 Lakewood Way S.E.

EAST BAY, CALIF.
Saturday, Jan. 13
10 a.m.
Call (510) 653-3865 for information.

SAN JOAQUIN VALLEY
Saturday, Dec. 9
10 a.m.
2633 Togninali Lane
Stockton, Calif.

SOUTHERN CALIFORNIA
Sunday, Dec. 3
10 a.m.
VFW Hall
101 S. Main St.
Pomona, Calif.

Convention Delegates Will Determine Our Union's Future

I want to speak to you about the importance of being a delegate to the 1996 IBT Convention. Running for delegate could be the most important contribution you ever make to our great union. Delegates dedicated to the Carey slate and reforms are the army for a critical battle for the future of our union and the labor movement. The entire IBT Constitution, which governs our union, will be reviewed and can be amended at the convention. ...

Yes I, a Teamster truck driver from Northern California, was elected delegate in 1991, and I plan to be one in 1996. I, along with three other rank and file members on our slate, beat out the Local 490 incumbent union officials. Our members knew that we were the reformers supporting the Ron Carey slate, and the local officials were supporting the old guard. We won those delegate seats by campaigning at job sites day and night. We informed the members of our local about the issues, but most of all, the members had a choice this time as to who would be their voice at the International Teamster Convention. ...

We need TDU delegates because we are the most commited. Our delegates did great in '91 and will do great in '96. It is clear that without TDU reforms in our union, we would not be where we are today. That's something we should all be proud of. ...

Running for delegate gets you into the issues facing members in your union and out to the job sites, where you will meet these members of your local and involve them. During the 1990-1991 delegate campaigns, when we visited job sites, in most cases the information we provided to the members was their first contact with the election process or their knowledge of their right to vote. And there are still many Teamsters out there for us to turn on to this information. ...

If you have the desire and commitment to be a delegate, you are needed. If you want our union to lead the labor movement, you are needed. If you believe as I do that General President Carey and the General Executive Board are delivering reforms, you are needed to continue the reforms.

Make no mistake — the upcoming elections are old guard versus the reformers. We cannot leave any of the election process to chance. ...

The future of our union is at stake. Stand up and be counted as Carey delegates for reform in '96 and let the Teamster reform continue.

Steve MacDonald
Local 490, Lucky's
Vallejo, Calif.
Address to TDU Convention

1996 Teamster Convention

July 15-19
Philadelphia

Delegate Election Facts

TIMING OF ELECTIONS. Nominations in almost all locals will be in January of February. Elections will be by mail ballot.

SUPERVISION OF ELECTIONS. The staff of the Election Officer (EO) will conduct all phases of the delegate elections and will safeguard the process. Elections are governed by rules available from the EO at (800) 565-VOTE.

ELIGIBILITY. You must be a member in good standing for the 24 months before nominations. To check you eligibility, contact the EO.

THE JOB. Delegates serve for five days, July 15-19, 1996, at the IBT Convention in Philadelphia.

The entire IBT Constitution is reviewed and amended at the convention. Any delegate may propose or second an amendment. All delegates vote on any proposed change, and a simple majority (50 percent plus one) can pass an amendment.

Delegates also nominate candidates for General President, Secretary-Treasurer, the General Executive Board and Trustees. A candidate must receive five percent of the secret-ballot votes to appear on the ballot.

Delegates may also propose and vote on resolutions concerning the direction of our union.

The local union pays delegates' actual and reasonable expenses for travel, hotel, per diem, and lost-work time for rank and file delegates.

FOR MORE INFORMATION on running for delegate, contact TDU at (313) 842-2600.

TDU has produced a booklet, "A Guide for Candidates: Running for IBT Convention Delegate." Free to members, others please include donation.